



County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA
Chief Executive Officer

April 19, 2011

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

RELOCATION EXPENSE REIMBURSEMENT FOR CHIEF DEPUTY DIRECTOR, HEALTH SERVICES, CLINICAL AND MEDICAL AFFAIRS (UC) (ALL SUPERVISORIAL DISTRICTS) (3 VOTES)

SUBJECT

Recommendation to approve relocation expenses for Dr. Hal F. Yee, Jr. to serve as the Chief Deputy Director, Health Services, Clinical and Medical Affairs (UC), for the Department of Health Services of the County of Los Angeles.

IT IS RECOMMENDED THAT YOUR BOARD:

Approve reimbursement of up to \$25,000 for actual costs of relocating the family and personal residence of Dr. Hal F. Yee, Jr. and reimbursement for temporary housing rental costs.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The purpose of this recommended action is to authorize the payment of actual relocation expenses related to moving the family and personal residence of Dr. Yee to the Los Angeles County area and temporary housing rental costs. Reimbursement will not include travel expenses for commuting purposes.

Reimbursement of actual relocation expenses and temporary housing rental costs is subject to your Board's approval, and is appropriate for the newly appointed Chief Deputy Director, Health Services, Clinical and Medical Affairs (UC).

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In addition, the recommended action was included in the contingent offer of employment made to Dr. Yee by the Department of Health Services (DHS), in order to recruit such a highly qualified candidate.

Implementation of the Strategic Plan Goals

Approval of this recommendation will further the County of Los Angeles Strategic Plan Goal of Health and Mental Health and allow for the hiring of an exceptionally qualified individual to assist DHS in a senior leadership capacity to improve outcomes and efficient use of scarce resources by promoting proven service models and prevention principles that are population-based, client-centered, and family-focused.

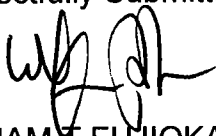
FISCAL IMPACT/FINANCING

The recommended relocation expenses of up to \$25,000 will be paid from existing funds in DHS' 2010-11 Final Budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

On March 30, 2011, your Board was provided the attached memorandum, consistent with County Policy on management appointments, of DHS' request for authorization from the CEO to appoint Dr. Yee to the position of Chief Deputy Director, Health Services, Clinical and Medical Affairs (UC), at an annual salary of \$358,799.28.

Respectfully Submitted,



WILLIAM T FUJIOKA
Chief Executive Officer

WTF:SAS
MLM:DL:gl

Attachment

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Health Services
Human Resources



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WILLIAM T FUJIOKA
Chief Executive Officer

March 30, 2011

To: Mayor Michael D. Antonovich
Supervisor Gloria Molina
Supervisor Mark Ridley-Thomas
Supervisor Zev Yaroslavsky
Supervisor Don Knabe

From: William T Fujioka
Chief Executive Officer

A handwritten signature in black ink, appearing to read "W. T. Fujioka", is written over the printed name and title.

Board of Supervisors
GLORIA MOLINA
First District

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Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

DEPARTMENT OF HEALTH SERVICES REQUEST TO APPOINT HAL F. YEE, JR., M.D., PH.D., TO THE POSITION OF CHIEF DEPUTY DIRECTOR, HEALTH SERVICES, CLINICAL AND MEDICAL AFFAIRS (UC)

Consistent with County Policy on management appointments, the Department of Health Services (DHS) requests authorization to appoint Hal F. Yee, Jr., M.D., Ph.D., to the position of Chief Deputy Director, Health Services, Clinical and Medical Affairs (UC), at an annual salary of \$358,799.28 (\$29,899.94/month); placing him onto Management Appraisal and Performance Plan (MAPP) Tier I Salary Range R24. We have reviewed the request and concur with the attached DHS request to appoint Dr. Yee.

As Chief Deputy Director, Health Services, Clinical and Medical Affairs (UC), Dr. Yee will report to the Director of Health Services and will function as the Chief Medical Officer. In this capacity, Dr. Yee will be responsible for directing the management, administration, provision, and delivery of all medical and clinical services. This position is responsible for managing the centralized control of the Medical School Affiliations, renegotiating the agreements, and refining relationships with affiliated universities and hospitals to meet DHS' goals. As the Chief Deputy Director, Health Services, Clinical and Medical Affairs (UC), Dr. Yee will provide oversight of DHS' medical administration program, including evaluating methodologies and locations of care, as well as new technologies and new medical care delivery options systemwide.

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DHS indicates that Dr. Yee is an accomplished clinician, with marked experience and skill as an administrator and academic professor of medicine. He has over 14 years of experience as a professor and faculty member within the University of California System, and over 12 years as an administrator and leader within public sector hospitals in the major metropolitan markets of Los Angeles and San Francisco. This includes his current appointment with San Francisco General Hospital and Trauma Center, where he has served as the Chief Medical Officer since 2009. In his current assignment, Dr. Yee provides executive level oversight of medical care and services provided by the hospital. Dr. Yee also concurrently serves as the facility's Division Chief of Gastroenterology and Hepatology, and the Director for the Center of Innovation in Access and Quality. He is well-published and regarded as a featured presenter and lecturer. Dr. Yee is also the recipient of numerous awards and professional honors.

Accordingly, the salary placement for Dr. Yee onto MAPP Tier I Salary Range R24, which represents a 12.1 percent increase over his current salary, is consistent with the level of experience and knowledge that he brings to this position and the increased scope of duties and responsibilities required for such a position in an organization the size of DHS.

In accordance with the policy on managerial appointments, unless otherwise instructed by your Board by April 13, 2011, we will advise DHS that authorization has been granted to proceed with Dr. Yee's appointment to Chief Deputy Director, Health Services, Clinical and Medical Affairs (UC), at an annual salary of \$358,799.28, effective July 5, 2011.

In addition, this is to inform your Board that a request for reimbursement of relocation expenses of up to \$25,000 will be recommended for your Board's approval on April 19, 2011. The recommended action was included in the contingent offer of employment made to Dr. Yee by DHS, in order to recruit such a highly qualified candidate.

If you have any questions, please contact me, or your staff may contact Sheila Shima, Deputy Chief Executive Officer, at (213) 974-1160.

WTF:SAS
MLM:DL:gl

Attachments

c: Executive Office, Board of Supervisors
Health Services

NON-PHYSICIAN MANAGEMENT APPOINTMENT REQUEST

Candidate Name: Hal F. Yee, M.D.

Employee No.:

(Check one) NEW HIRE: X PROMOTION:

I. FACILITY/PROGRAM

A. Provide organization chart & highlight the position:

SEE ATTACHMENT

B. Describe where the position fits into the management organizational structure:

This position reports to the Director of Health Services

C. Describe the duties and responsibilities which reflect the scope and complexity of the position:

SEE ATTACHMENT

D. Indicate the candidate's unique qualifications, special skills or abilities, work background or experience, etc.:

Dr. Yee is Board Certified in Gastroenterology and has a Ph.D. in Physiology from the University of California, Los Angeles. He also has an Artium Baccalaureatus (AB) degree in Biology from Brown University and received his medical degree from the University of California, Los Angeles. He is uniquely qualified to perform the duties of the Senior Medical Director of the Office of Clinical Affairs and Affiliations based on his extensive experience as a clinician focusing on community and patients' health issues relating to patient access and public health. He has functioned as the Chief Medical Officer at San Francisco General Hospital for the past three years, providing executive level oversight of emergency medical care and services provided by this hospital. The candidate has also simultaneously served as the facility's Division Chief of Gastroenterology and Hepatology and Director, Center of Innovation in Access and Quality.

Dr. Yee is a member of several public policy and research committees and has lectured and presented at numerous conferences and meetings both nationally and locally. In addition, he has extensive experience in oversight and management of national programs. Dr. Yee clearly possesses the necessary knowledge, skills and experience to successfully perform in this critical position, particularly given the Department's charge to implement Healthcare Reform activities within a short time period.

E. Provide the candidate's résumé or curriculum vitae:

RECEIVED AND ON FILE WITH HUMAN RESOURCES

F. Identify highest paid subordinate reporting to this position

Name: Employee #: Title: Chief Physician II

Calculated Monthly Salary: \$ 27,833.90 Calculated Annual Salary: \$ 334,006.80 Salary Range/Quartile: E21, Step 20

G. Identify management position above the position requested

Name: Employee Title: Director of Health Services

Base Monthly Salary: \$ 29,583.33 Base Annual Salary: \$ 354,999.96 Salary Range/Quartile: N/A

II. HUMAN RESOURCES

Certify that the position is vacant and budgeted

YES x NO

Verify current salary of the individual for whom the request is being submitted.

CURRENT BASE SALARY: Month: \$ 26,666.66 Annual: \$ 320,000 Range, Quartile: n/a

NEW HIRE OR PROMOTION: Designate amount of proposed monthly salary based on standard 5.5 increases and/or verify that requested salary is consistent with other managers in the department.

PERCENTAGE INCREASE OVER CURRENT SALARY: 12.122 %

PROPOSED SALARY: Monthly: \$ 29,899.94 Annually: \$ 358,799.28 Range, Quartile: R24, Maximum

Provide listing of all internal equivalent positions within facility/program

(n/a)

Verify that candidate is listed on the appropriate Certification List and is reachable
Unclassified position.

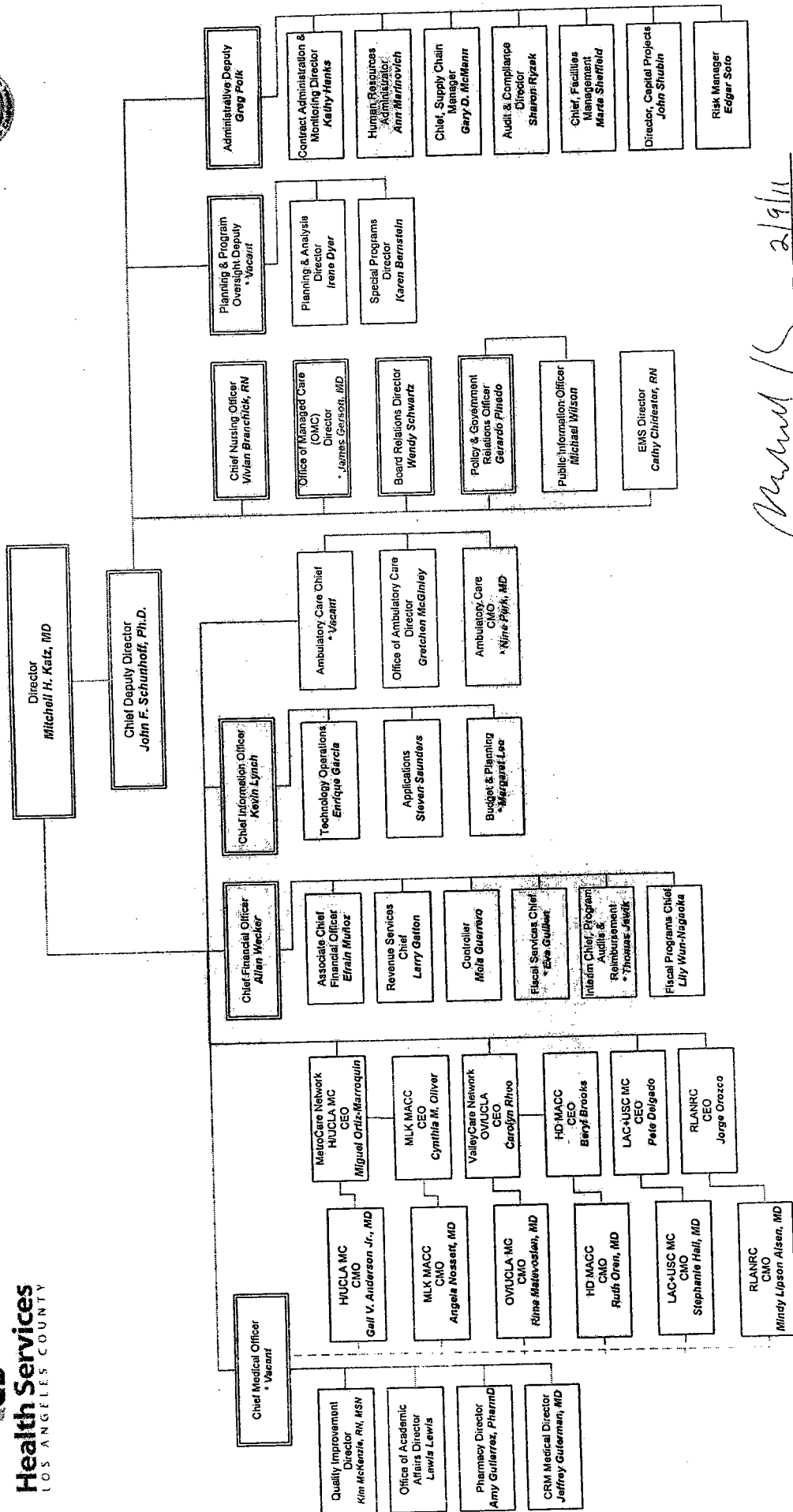
YES _____ NO _____



DEPARTMENT OF HEALTH SERVICES
Organizational Chart



Health Services
LOS ANGELES COUNTY



Mitchell H. Katz
Mitchell H. Katz, MD
Director

2/9/11
Date

* interim
* Vacant

Duty Statement
Chief Deputy Director, Health Services, Clinical and Medical Affairs (UC)
(Functional Title: Chief Medical Officer)

This position directs the management, administration, provision and delivery of all medical and clinical services. The Chief Deputy Director, Health Services, Clinical and Medical Affairs (UC) is responsible for developing and managing the centralized tracking and control of the Medical School affiliations, renegotiates the agreements and refines the relationships to meet the Department of Health Services' (DHS) goals. Provides program review and modification of methodologies and locations for care, and evaluates new technology and new medical care delivery options systemwide. Day-to-day mentoring and a continued focus on development of DHS clinical leadership, and support of recruitment and retention of the clinical staff. Also supports the transition of the medical staff into a database in the areas of Graduate Medical Education (GME), Clinical Programs, and Medical Staff development, performance and service delivery.

Directs the Office of Clinical Affairs and Affiliations and provides leadership in GME as follows: Renegotiates contracts with affiliates; provides oversight of contracts; monitors and responds to accreditation issues regarding training programs; leads evaluation and refinements of training and clinical programs leading to program consolidation or development; coordinates the strategic role of research across DHS.

Provides leadership in Clinical Programs as follows: Leads program evaluation; new program development, program closures and consolidation; develops and designates centers of excellence; leads a process to adopt new technology; lead a process to standardize equipment and supplies; identified and facilitates the spread of best practices across all clinical settings; participates in the development of clinical performance measurements and in the quality improvement/patient safety initiatives of DHS; leads the strategic and clinical decision process regarding major equipment; examines and implements a systems approach to support services including laboratories and imaging; actively leads the clinical use and implementation of an electronic medical record.

Provides leadership to Medical Staff as follows: Mentors the development of clinical leadership across DHS including Medical Directors and Service Chiefs; reviews by-laws and issues related to them; develops objective measures of productivity; monitors the hospital credentialing and privileging; review and approval of medical staff privileges as delegated by the Chief Medical Officer.